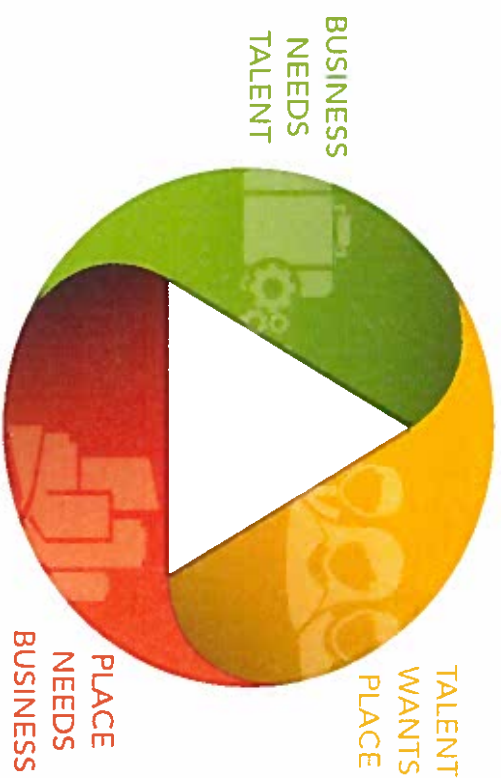




*Talent Attraction, retention and training*  
are the currency for the State's future economic growth.

# Michigan's Talent Challenge



Presentation to House Committee on Workforce & Talent  
Development

October 3, 2017

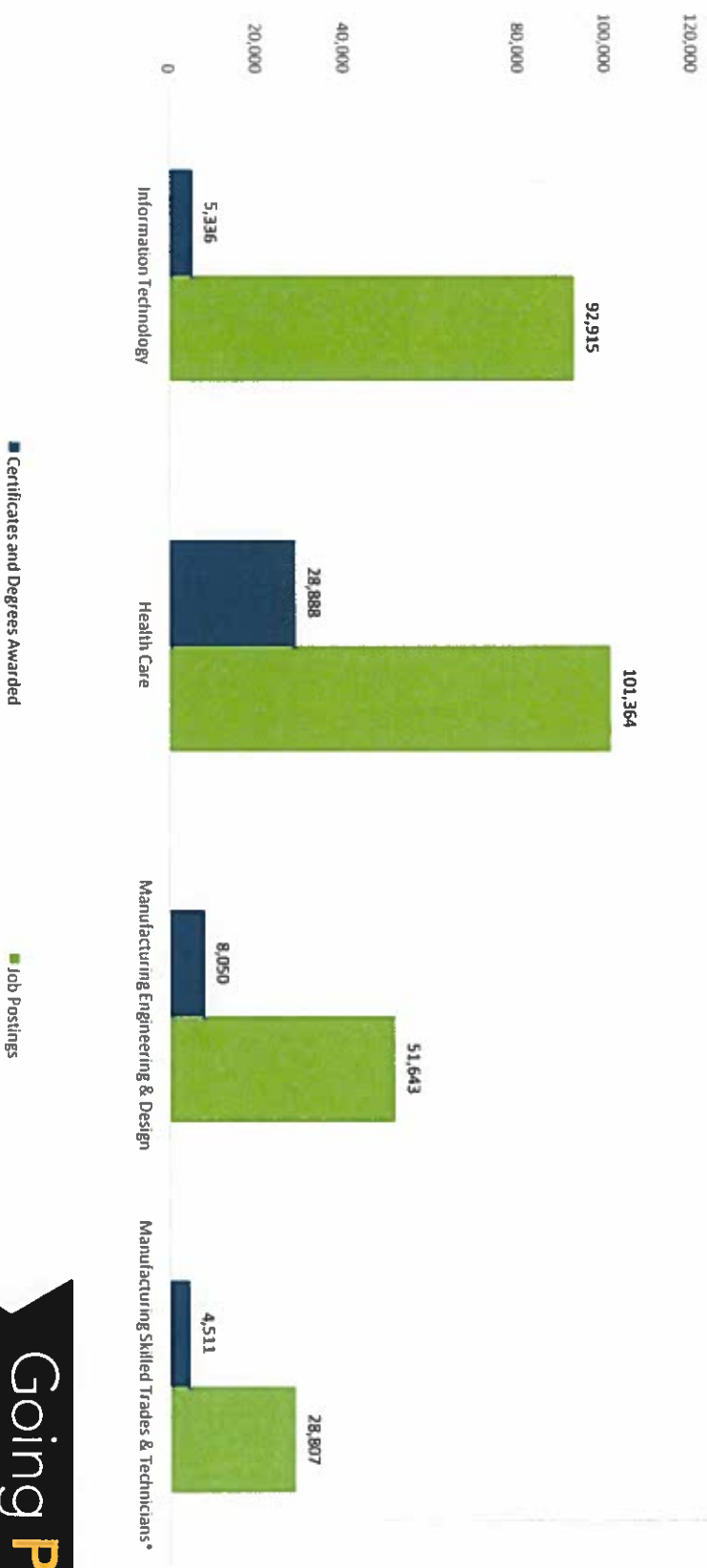


# Talent Gap

Available and skilled workforce is the foremost challenge to Michigan's economic success.

Low unemployment rates across Michigan are good news, but creates a significant challenge on hiring.

## Top In-Demand Job Clusters Job Postings vs. Newly Awarded Certificates and Degrees (State of Michigan, 2014- 2015)



\* Apprenticeship completions data from Department of Labor included

Data: Burning Glass Technologies, Integrated Postsecondary Data System (IPEDS)  
Analysis: Workforce Intelligence Network

# MICHIGAN CAREER PATHWAYS ALLIANCE

Educate. Empower. Employ.



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# Student Success

- ✓ Elevate productive use of education development plans (EDPs) – Put meaningful and consistent use of EDPs in school improvement plans.
- ✓ Increase opportunities for career discovery – As part of school improvement plans, schools must submit a plan with a series of milestones for career exposure in elementary, middle and high school.
- ✓ Implement career exploration and job readiness – Change the Michigan Merit Curriculum to include a robust career exploration and job readiness (job skills for 21st Century) course in 7<sup>th</sup>, 8<sup>th</sup> or 9<sup>th</sup> grades.
- ✓ Utilize tools for student career planning – Encourage statewide use of Career Cruising, MI Bright Future and Pathfinder for students (and adults) to explore career options and learn the steps necessary to enter desired careers.





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## CPA: Student Success cont.

- ✓ Enhance career counseling – Support districts with the hiring of “career development facilitators” that support school counselors, with the focus of helping each student explore career options, whether that pathway is early/middle college, apprenticeship, community college or four-year universities, and provide guidance on setting a path to a career. We have additional “best practices” from which districts can choose.
- ✓ Implement talent transcripts – Document tangible career skills students have achieved during education. (For example, list software proficiencies and professional certifications to illustrate skills beyond classroom grades.)



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# Merit Curriculum Flexibility

- ✓ Showcase Michigan Merit Curriculum flexibility – Provide technical assistance to school districts on how to integrate Michigan Merit Curriculum requirements with career programs (such as geometry in carpentry). Valuable, outside project-based learning opportunities such as SquareOne and FIRST Robotics will also be considered for credit.
- ✓ Allow computer science to count under a foreign language requirement
- ✓ Allow career health programs to count as health and/or physical education requirements.



# Recruit & Retain Instructors

- ✓ Adopt and communicate MDE policy change allowing for non-teacher certified CTE instructor authorization for up to 10 years.
- ✓ Allow professional trades instructors who have retired to come back and teach without a retirement penalty.
- ✓ Develop a condensed teaching certificate for those teaching professional trades courses.





# Support Career Development

- ✓ **Bring Education and Business Together** – Establish a formal entity and mechanism to build and maintain a collaborative partnership with local districts, employers, advocates and training centers to help match what is being taught with community needs.
- ✓ **Develop CTE/professional trades playbook** – Develop and provide a playbook of best CTE practices to schools and support those that need help implementing them.
- ✓ **Match crowdfunding for counselors and professional trades programs** – A program to provide state-matching dollars through a crowdfunding program to assist in covering the costs for counselors and professional trades programs.
- ✓ **Promote non-taxable deductions for professional trades instructors and curriculum development.**



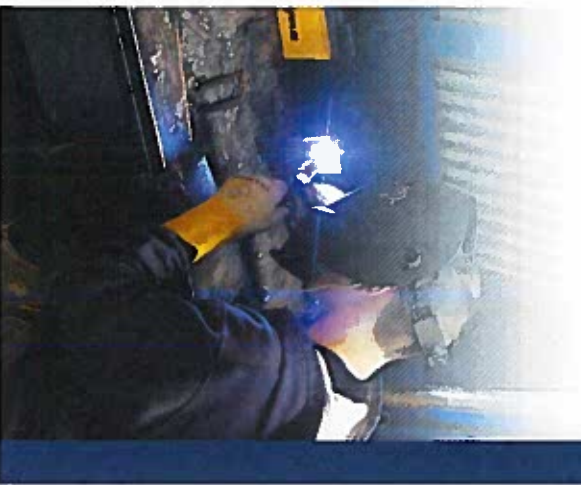
# Practical Professional Trade Experiences

- ✓ Implement externships and out-of-classroom experiences – Time spent by teachers and counselors engaging with local employers and technical centers will count toward continuing education and professional development.
- ✓ Ensure state-funded CTE programs lead to an industry recognized credential – Require an industry recognized credential, certificate or college credit as determined by the state (TED and MDE) through discussions with regional employers.
- ✓ Count rigorous CTE credentials as transferable college credits – Any institution that takes public money needs to accept and count these credits towards a degree from that institution. Establish an unbiased entity to act as “referee” to determine if the rigor of CTE credentials are transferable.



# Expand CTE

- ✓ **Expand CTE statewide** – Start the discussion to provide equitable opportunities for all students with additional funding to schools to operate CTE and professional trades programs statewide.



# Policy bills needed

- Michigan Merit Curriculum flexibility – Allow computer science as a foreign language, and career health programs to count as health and/or physical education requirements. Valuable, outside project-based learning opportunities such as Square One and FIRST Robotics will also be considered for credit
- Implement career exploration and job readiness – Change the Michigan Merit Curriculum to include a robust career exploration and job readiness (job skills for the 21st Century) course in 7th, 8th or 9th grade.
- EDPs & Talent Transcripts – Add language to the Michigan Merit Curriculum to codify MDE efforts to increase utilization of EDPs and talent transcripts.



[www.michigan.gov/micareer](http://www.michigan.gov/micareer)  
[pathways](#)

Questions?